

Private and confidential

8 June 2019

Board of Directors
Rugby Australia
Rugby Australia Building
Cnr Moore Park Rd
Moore Park NSW 2021

BY EMAIL

Dear Directors

As over 3 weeks have now passed since I was provided with a letter from Rugby Australia terminating my employment, and as no one from Rugby Australia has contacted me since you decided to terminate my employment because of my religious beliefs, I wanted to raise the following matters with you.

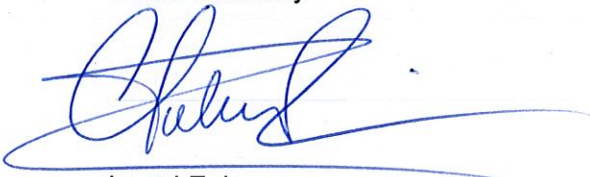
Firstly, I would like an explanation as to why recent detailed media articles about me have revealed aspects of confidential sworn testimony and witness statements from the Rugby Australia Code of Conduct Tribunal? This is blatantly unfair. As you know, the Tribunal hearing must be closed and private, and Rugby Australia was obliged to keep all information confidential. I would like to know why Rugby Australia has not managed to maintain the integrity of its processes and ensure that information was kept private and confidential.

Secondly, I feel like the way the hearing and related matters have been described in the media has been unfair and misleading. For example, I am not "sick of rugby" and whoever told the media that I am is telling lies. Another example is the way the media has been told that that your "expectations" were made clear to me by Ms Castle. We all know that that is far from the truth. It makes me sad that these things have apparently been told to the media by someone at Rugby Australia. If you are not the source, why has no-one come out to set the record straight? I decided not to "appeal" the panel's finding because I wasn't confident you would treat me fairly if I did. This week's media shows that my instincts were right.

Thirdly, I wanted to let you know how deeply saddened I feel that the game that I love has discriminated against me because of my religious beliefs. I know this may be difficult for some to understand, but I am nothing if I am unable to share the word of the Bible with my fellow man. And yet the position of Rugby Australia is that I must be banned for life for doing so.

Finally, as I believe your termination of my employment was unlawful, I wanted to inform you that I have made an application to the Fair Work Commission in the hope that this injustice may be reversed.

Yours sincerely



Israel Folau